

**South Ayrshire Council**

**Report by Chief Executive  
to South Ayrshire Council  
of 29 June 2023**

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**Subject: Employer Supported Policing Initiative – Police  
Scotland**

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**1. Purpose**

- 1.1 The purpose of this report is to advise Members about the Employer Supported Policing (ESP) programme which would allow the Council to formally support employees to become voluntary Special Constables across all Ayrshire Local Authorities.

**2. Recommendation**

**2.1 It is recommended that the Council:**

- 2.1.1 commits to becoming an Employer Supported Policing Partner; and**
- 2.1.2 approves the provision of paid special leave of up to 5 days (pro-rata) to use towards training; and**
- 2.1.3 requests officers to update the Special Leave Policy.**

**3. Background**

- 3.1 Police Scotland approached all Scottish Councils, via COSLA, to encourage local authorities to sign up to their Employer Supported Policing programme. The Special Constabulary is a part-time, volunteer body consisting of voluntary officers with identical powers to that of police officers. As a special constable, employees work alongside police officers in their spare time. The benefit of this is that they enhance their own skills and abilities, give back to and keep the community safe. Employees can work full time and be a Special Constable volunteering for 96 hours per year or a few hours a week. They could be doing anything from policing a football match to assisting at a road accident. Special constables also police major sporting and public events and provide a bridge between the Police Service and the public, representing both the community within the police service and the police service within local communities.
- 3.2 Police Scotland have identified that volunteering as a Special Constable will allow staff to build upon their personal and professional development, becoming skilled in: Leadership, Management, Team working, Problem solving and Conflict management. Special Constables are trained to the same standard as regular officers. The training is free of charge and is performed over 6 days (from Friday to Saturday) at the Scottish Police College.

- 3.3 Police Scotland have confirmed that Special Constables would not be called out in emergencies. Where possible, Volunteer Constables can agree their own shift out with their normal working hours.
- 3.4 Police Scotland have advised that should there be a large group signing up they would work with their national recruitment team to bring any required assessment centres to a location in Ayrshire.

#### **4. Proposals**

- 4.1 It is proposed that South Ayrshire Council becomes an Employer Supported Policing Partner.
- 4.2 To sign up as a partner, the Council would update its Special Leave Policy to allow up to 5 days (pro-rata) of paid special leave towards training with the Police.
- 4.3 An awareness event to inform employees about the Scheme will be arranged in conjunction with Police Scotland.

#### **5. Legal and Procurement Implications**

- 5.1 There are no legal implications arising from this report.
- 5.2 There are no procurement implications arising from this report.

#### **6. Financial Implications**

- 6.1 Not applicable.

#### **7. Human Resources Implications**

- 7.1 Not applicable.

#### **8. Risk**

##### ***8.1 Risk Implications of Adopting the Recommendations***

- 8.1.1 There are no risks associated with adopting the recommendations.

##### ***8.2 Risk Implications of Rejecting the Recommendations***

- 8.2.1 There are no risks associated with rejecting the recommendations.

#### **9. Equalities**

- 9.1 The proposals in this report have been assessed through the Equality Impact Assessment Scoping process. There are no significant potential positive or negative equality impacts of agreeing the recommendations and therefore an Equalities Impact Assessment is not required. A copy of the Equalities Scoping Assessment is attached as [Appendix 1](#).

## 10. Sustainable Development Implications

- 10.1 **Considering Strategic Environmental Assessment (SEA)** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

## 11. Options Appraisal

- 11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

## 12. Link to Council Plan

- 12.1 The matters referred to in this report contribute to Commitment 1 of the Council Plan: Fair and Effective Leadership/ Leadership that promotes fairness.

## 13. Results of Consultation

- 13.1 There has been no public consultation on the contents of this report.
- 13.2 Consultation has taken place with Councillor Ian Davis, Portfolio Holder for Finance, Human Resources and ICT, and the contents of this report reflect any feedback provided.
- 13.3 Consultation has taken place with the Trade Unions and they are supportive of the proposals as laid out in Section 4 of the report.

## 14. Next Steps for Decision Tracking

- 14.1 If the recommendations above are approved by Members, the Chief Executive will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Leadership Panel in the 'Council and Leadership Panel Decision Log' at each of its meetings until such time as the decision is fully implemented:

<b><i>Implementation</i></b>	<b><i>Due date</i></b>	<b><i>Managed by</i></b>
Update Special Leave Policy to add provision of 5 days paid leave for Police volunteering.	31 August 2023	Chief HR Adviser

**Background Papers**    None

**Person to Contact**    **Wendy Wesson, Chief HR Adviser**  
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**Date:** 16 June 2023

**South Ayrshire Council  
Equality Impact Assessment  
Scoping Template**

Equality Impact Assessment is a legal requirement under the Public Sector Duty to promote equality of the Equality Act 2010. Separate guidance has been developed on Equality Impact Assessment's which will guide you through the process and is available to view here: <https://www.south-ayrshire.gov.uk/equalities/impact-assessment.aspx>

Further guidance is available here: <https://www.equalityhumanrights.com/en/publication-download/assessing-impact-and-public-sector-equality-duty-guide-public-authorities/>

The Fairer Scotland Duty ('the Duty'), Part 1 of the Equality Act 2010, came into force in Scotland from 1 April 2018. It places a legal responsibility on Councils to actively consider ('pay due regard to') how we can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. [FSD Guidance for Public Bodies](#) in respect of the Duty, was published by the Scottish Government in March 2018 and revised in October 2021. See information here: <https://www.gov.scot/publications/fairer-scotland-duty-guidance-public-bodies/>

## 1. Policy details

Policy Title	Employer Supported Policing Initiative – Police Scotland
Lead Officer (Name/Position/Email)	Wendy Wesson, Chief HR Adviser – wendy.wesson@south-ayrshire.gov.uk

**2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts**

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys	-	-
Disability	-	-
Gender Reassignment (Trans/Transgender Identity)	-	-
Marriage or Civil Partnership	-	-
Pregnancy and Maternity	-	-
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers	-	-
Religion or Belief (including lack of belief)	-	-
Sex – (issues specific to women & men or girls & boys)	-	-

Community or Groups of People	Negative Impacts	Positive impacts
Sexual Orientation – person’s sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight	-	-
Thematic Groups: Health, Human Rights & Children’s Rights	-	-

**3. What likely impact will this policy have on people experiencing different kinds of social disadvantage i.e. The Fairer Scotland Duty (This section to be completed for any Strategic Decisions). Consideration must be given particularly to children and families.**

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing	-	-
Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	-	-
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	-	-
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)	-	-
Socio-economic Background – social class i.e. parent’s education, employment and income	-	-

**4. Do you have evidence or reason to believe that the policy will support the Council to:**

General Duty and other Equality Themes Consider the ‘Three Key Needs’ of the Equality Duty	Level of Negative and/or Positive Impact (High, Medium or Low)
<b>Eliminate unlawful discrimination, harassment and victimisation</b>	Low
<b>Advance equality of opportunity</b> between people who share a protected characteristic and those who do not	Low
<b>Foster good relations</b> between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?)	Low
Increase participation of particular communities or groups in public life	Low
Improve the health and wellbeing of particular communities or groups	Low
Promote the human rights of particular communities or groups	Low
Tackle deprivation faced by particular communities or groups	Low

## 5. Summary Assessment

<b>Is a full Equality Impact Assessment required?</b> (A full Equality Impact Assessment must be carried out if impacts identified as <b>Medium and/or High</b> )	<del>YES</del> <b>NO</b>
<b>Rationale for decision:</b>  <b>This report impacts on a small number of staff in a positive way. The requested decision on this has no specific equality implications</b>	
<b>Signed :</b> Wendy Wesson	<b>Service Lead</b>
<b>Date:</b> 25 May 2023	